



# DOCTALK

Maine Department of Corrections Newsletter

July August 2011

## Quality Assurance & Professional Practices Division

Troy Varney was hired as the director of the new Quality Assurance & Professional Practices Division (QA) on September 6, 2011. The path leading him to this new position took him through various professional experiences in corrections, administration, mental health and education. Most recently, Troy spent the last four years in Central Office working for Juvenile Services as the Program Services Manager. In this position special emphasis was placed on ensuring field staff had outcome driven resources available to them with the objective of optimizing chances for success – for them and the youth and families they served.



The QA team is also made up of three Evaluators/Administrators, Joel Gilbert, Wayne Theriault and Ellis King, who transitioned in from

Adult and Juvenile Services. The other new QA team member is Cheryl Miller, who will be overseeing administrative assistant responsibilities and *DOCTalk*.

The Vision of QA is “to guide MDOC decision making through research and data driven strategies” which will be accomplished by leading and supporting the Department’s charge in promoting “continuous improvement through the evaluation of departmental operations.”

# From The Commissioner

*Joseph Ponte*

Streamlining and zero based budgeting are a couple of new terms recently being discussed by the Executive Branch, with similar intended results: to reduce the size and cost of State Government. While there have been some savings targets set per agency, the bottom line is that we all need to all become better managers of our budgets. There is a great deal of competition for the scarce resources available to support State Government.



There are no easy choices left and our staff work in very challenging environments that can be dangerous, at times, but we must work every day to improve our individual performance and at the same time provide a better service to the offenders committed to our care.

In order to keep us on track and measure how we are progressing we have created the position of Director of Quality Assurance. I have selected Troy Varney to fill that role. I have been asked many times the value and cost of a specific program and how that contributes to our overall mission. Troy's group will provide the system to measure our success, while providing guidance on how to improve.

Ralph Nichols and I are in the final stages of review and approval of the staffing matrix for each facility. Many staff has been directly involved in writing a staffing plan that works for every site. This is not an easy task and I have asked each facility to work with the new matrix over a period of time to make sure it meets the operational needs of that site. Every facility has made adjustments to their plan and some positions have been identified as not necessary in the new plan. Some of these positions are vacant and others are not. The plan over the remainder of FY12 is to not fill positions on that list as they become vacant. In some cases, the reductions will happen, depending on turnover, and in others it may not. I do not plan to use layoffs to achieve this objective unless our Department is asked to further reduce our budgets. That is an unknown at this time.

In the past six months MSP has accomplished some very difficult changes, to include addressing the cultural issues in the OPEGA report to major changes in SMU and the Mental Health Unit. The facility has received national recognition due to the hard work of many staff.

I would like to take this opportunity to thank all the hard working staff that is committed to our mission which will make the State of Maine a safer place to live.

## Recent Changes in DOC

*Jody L. Breton, CGFM, Associate Commissioner*

As most everyone has noticed, there are a lot of changes going on in our Department. We are trying to become more efficient while positioning ourselves for the future; this means change. We have re-organized adult community corrections to three regions. Although the boundaries are not exactly the same as juvenile community corrections, they are similar. The adult side aligned with district courts which makes sense for their business. The minimum security facilities have been aligned with adult community corrections – all under the purview of Associate Commissioner Brann. This is to give focus to inmates transiting back to our communities. Last week, we also gave notices to four transfers of deputy positions. These were done to give more depth to the department.

We have established toll free hotlines if you would like to leave comments without being identified. The number in Central Office is 888-632-4906 and we located one specifically for Maine State Prison is 855-776-6485. If you prefer, e-mail is fine too but it will be subject to Freedom of Information Act and would be produced.

Recent staff changes include:

- Larry Austin was promoted to Deputy Warden at the Maine State Prison. He left Eric Hansen with some big shoes to fill at Mountain View Youth Development Center. Speaking of Eric, he is recovering now and while is on leave, Jeff Morin is the Acting Superintendant at Mountain View pulling double (triple) duty as he still has Charleston Correctional and the Women's Reentry Center to oversee.
- Leida Dardis came from Maine State Prison and is now the Deputy Superintendant at the Maine Correctional Center. Leida

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comes with years of correctional experience and will be a big asset to Maine Correctional Center (MCC). Also at MCC, Eric Gilliam recently moved from Long Creek Youth Development Center (LCYDC) to MCC as the other Deputy Superintendent. Eric has a strong institutional background - Pineland, Augusta Mental Health Institute, and LCYDC.

- Jeff Merrill II has joined LCYDC as their Deputy Superintendent. Jeff has years of correctional experience - VOA, Central Maine Pre-Release, and MCC.
- Susan Gagnon replaced Cindy Brann as the Regional Correctional Administrator for Region 2 Juvenile Community Corrections. Susan has been working in the region and has a good understanding of the fine work being done.
- We have also re-organized Central Office. Troy Varney was recently selected as the new Director of Quality Assurance position. We are excited to have this opportunity to establish this unit to assist us in assuring we have strong contracts, good outcomes, and efficient use of resources. We want to audit ourselves to make sure our programs and contracts are operating efficiently with good outcomes. This unit is being modeled after the good work of juvenile community. Staying static or status quo is not an option but your insights in how we can gain efficiencies or better organize would be welcomed.
- Judy Plummer has been assisting the Commissioner's office with Special Projects. Jim Howard is in transition but he just accepted a teacher position at the MCC. Jim will start those duties the end of September.
- Bob Walden is the new Director of Industries. Bob comes to this position with years of correctional industry experience and retail experience.

## Recent Retirements

- Two of the three unit managers have retired this summer at the MCC. Chris Kelley has retired after a long correctional career. Chris was the unit manager in the Women's Unit at MCC. Amanda Woolford has been hired to replace Chris. Amanda comes to MCC from juvenile probation in Region 1. Amanda is familiar with gender specific programs from her experiences in Probation and also served as a Field Training Officer in that division. Don Jacobson retired the end of August. We just received permission to fill Don's vacant unit managers job. All qualified applicants are encouraged to apply.
- Perry Ayotte has also retired. Perry was our Director of Training. We are hoping to get approval to post this position permanently but in the interim, Rosalie Morin has agreed to fulfill the role which gives her double duty as she continues to be the Staff Development Specialist for Mountain View Youth Development Center.
- Both Maine State Prison and Downeast Correctional Facility (DCF) have lost their food service managers to retirement (Spencer Smith and April Gross). We just received permission to put an interim food service managers in place. John Gilmore, garment Vocational Trades Instructor at DCF also retired as did Pat Hennessey, the state nurse at DCF. I am sure there are other recent retirements - these are just the ones that quickly come to my mind. We have others that have expressed interest in retiring, but will not mention names out of respect for their privacy since they are still working.

## Promotions:

- The MCC is pleased to announce the promotion of three new Sergeants. Nathan Thayer, Travis Hon, and Michelle McLauchlan were all selected from a pool of correctional officers. Sgt. Hon and Sgt. McLauchlan will be assigned to the women's center while Sgt. Thayer will be assigned to the overnight shift.

We have recently been able to get a few exemptions to the hiring freeze through the system so you will see some positions becoming available. We have more in the pipeline that hopefully, will be able to be filled in the near future.

## Change in Editor of *DOCTalk*

Beginning with the September/October issue, Cheryl Miller from the Quality Assurance & Professional Practices Division will assume the role as editor of *DOCTalk*. For 15 and 3 years respectively, Ellis King and Martha Boynton, have served as the motivating force behind the Department of Corrections' newsletter. We extend our heartfelt appreciation to Ellis and Martha for the hard work and high standards they have devoted to *DOCTalk*.

# Victim Services

## Victims Advocate Retires

By David Hench [dhench@mainetoday.com](mailto:dhench@mainetoday.com)  
Staff Writer

Mary Farrar, the longtime victim witness advocate for the Attorney General's Office and Department of Corrections, retired Thursday. Farrar worked at the DOC's office in Augusta.

Mary Farrar was on a hunting vacation in Maine with her husband in 1974 when she got the call from her mother that Billy, her older brother, had been shot during a holdup at his business in their hometown in New Jersey. Two hours later, she pulled off the turnpike to use a pay phone in Kennebunk to see if he was out of surgery, and she learned her brother was dead. "It's almost like you're numb," she said. "You have emotions, but they're in your body and you can't release them." She slammed the receiver again and again into the walls of the glass booth. That pain, probably the worst pain a person can endure, gave her a rare insight as she sought to help others facing such a loss when she eventually became a victim's advocate for the Maine Attorney General's Office. Farrar spent 13 years as the person who held hands and looked after the interests of survivors while murder investigations and prosecutions swirled and the horror of their tragedy threatened to overwhelm them.

Farrar retired Thursday at the age of 62. For the past two years, she has worked in victim advocacy at the Department of Corrections, a position that allowed her to stay closer to home and have a more regular schedule than working on homicide cases. Her work with murder victims' families at their most vulnerable time ran from 1996 to 2009 and left her with a close circle of friends with whom she shared the darkest moments.

"Because she's a homicide survivor herself, she can say to someone: 'I've walked in your shoes. Here's what you can expect,'" said John Leighton, whose sister Dawn was murdered in Buxton in 1998. Farrar was the family's liaison throughout the trial and conviction and subsequent hearings. "She was aggressive as far as getting a hold of us, being honest and upfront, not holding information back." When Mark Bechard killed two nuns in Waterville, Farrar was there to help the surviving Sisters of the Blessed Sacrament negotiate the legal ordeal.

She was there at a funeral home on Christmas Eve as a father made arrangements for his baby and a week later, on New Year's Eve, was with the family of a young girl who had been killed.

Arthur Jette met Farrar a few days after his 2-year-old grandson, Treven Cunningham, was killed, along with the boy's babysitter, in Dexter in 1999.

"She impressed us with her compassion and her sincerity," Jette said. "From that day on, she spent a lot of time with us. She truly got to be integrated into the family, to the point where she knew everybody in the immediate and extended family; and to this day, she's maintained relationships with many of those people."

Farrar started her work in victim's advocacy when she went to work for the Somerset County District Attorney's Office, working on child abuse cases in 1990.

Diminutive but unrelenting, Farrar sometimes frustrated officials as she pumped them for information on behalf of families. During a recent interview in Augusta, Farrar shed some light on what a survivor needs after a child or a sibling or a parent or even a very close friend has been murdered.

"They want to know everything," Farrar said. They are feeling powerless, vulnerable, and trust no one. The advocate's job is to explain what to expect: from the investigation, the press, the criminal justice system.

Much of what she says that first meeting would be forgotten drowned out by raw pain. She would tell them again later.

She has sat with a family all night before trial, trying to prepare them for the ordeal, for the testimony of the medical examiner and the autopsy photos they will see.



# Victim Services



“Can you imagine sitting through a court session and seeing that for the first time?” she said.

She’s clutched the hand of family members shaking so violently she had to lead them out of the courtroom, whereupon they collapsed into her arms, sobbing in the hallway. Others she took for a walk to calm them down, afraid they would climb over the railing to confront the killer.

“The worst thing that could ever happen to you in your life has happened, and the person that did it is up there smiling,” she said. Family members cannot cry in court, or they will be told to leave the courtroom. One mother was told she had to lay aside her rosary and prayer book.

Farrar was not there just for comfort. She would become their advocate, demanding answers from the prosecutors and from police, when those answers would not compromise a case.

She also had to explain why a plea to a lesser charge made the most sense or brace them for the possibility that the killer would not be convicted at all.

“I don’t know if I’ve ever done that successfully,” she said.

Farrar said she in no way was burnt out on the job, despite its emotional demands. Jette said he understand, and thinks it relates back to her personal tragedy.

“There’s a strength that some of us seem to get from being able to help others through that journey,” said Jette, who now works as a victims’ advocate for a domestic-violence prevention organization, and who heads the Maine chapter of Parents of Murdered Children. “That can only come from the fact you’ve been tempered in some way by having had the experience of going through the process and being able to see yourself as still standing on the other side, and somehow you can convey that to others in a way that gives them hope that they too will be able to see themselves as survivors.”

Farrar said her personal experience may have helped her in the job; but her job, and her involvement with families who persevere through anniversaries and holidays and court appeals for years afterward, has helped her cope with her own sorrow.

“It’s ‘the beast’ always waiting to surface, and you’re always fighting it,” she said, of that debilitating sense of loss. “I’ve been able to conquer my beast by working with these families.”

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[http://www.pressherald.com/news/victim-advocate-helped-fight-the-beast\\_2011-09-16.html?searchterm=Mary+Farrar](http://www.pressherald.com/news/victim-advocate-helped-fight-the-beast_2011-09-16.html?searchterm=Mary+Farrar)

## DOC Archives: Country Music at the Maine State Prison

The photo in this article shows the members of a band that visited the “old” Maine State Prison in Thomaston. It is estimated that this photo was taken in the early 1970’s. The first person who can identify the lead singer and the band will win a prize. In the late 1960’s and early 1970’s it was common practice for country & western bands to visit the state prisons. Probably the most famous of these was when Johnny Cash visited the Folsom Prison in California on January 13, 1968 where the performance was recorded live and released, as an album, in May of the same year.

If anyone has any old MDOC photographs that they would like to submit to the DOC TALK to use for this section, please contact Ellis King at 287-4342. Once the photographs are published they will certainly be returned to the sender.



# Adult Programs & Services

## Maine State Prison Bolduc Correctional Facility

### Volunteer Recognition Celebration

The Maine State Prison held a celebratory gathering August 2nd to recognize the efforts of volunteers who contribute their time, knowledge, and energy to the advancement of prisoners preparing for their eventual re-entry into society. Thirty-one men and women who volunteer in the prisons' religious, educational, and substance abuse departments met in the facility's chapel to be serenaded



by a small but talented men's choir consisting of approximately 6 prisoners. There were a few words of appreciation expressed by Warden Patricia Barnhart and Deputy Warden Leida Dardis, as well as, personal testimonials from inmates actively involved with programs in the facility's Activities Building. Certificates of Appreciation were distributed followed by a social gathering with refreshments. Several support staff were present to reiterate the gratitude mentioned by Barnhart and Dardis, as well as, prisoners who have benefited from volunteer altruism.

Volunteering improves lives, gives back to the community, helps those in need, gives hope by connecting with others, and encourages the human spirit to blossom. Volunteers act as catalysts of positive change. They teach by example alternative paths of thinking, spirituality, processing, and emotional balance which will better prepare those involved for a better life. It takes a solid, grounded

person to make the commitment to work with prison inmates. To be a volunteer is being a cornerstone of a rock solid foundation to build on, and set an example to do good works in this world without the expectation of return. Maine State Prison Volunteers are an essential, intricate part of what makes a difference, and each one contributes to make this a better world.

### Running for Fitness

I am Officer Perry, I am 37 years old and have worked at Maine State Prison for almost 10 years. When I started here I was overweight and smoked. So I made a New Years resolution to run a 5K (3.1 mile) road race in less than a half an hour. So I started running, a couple of miles at first, slowly. That June, I ran a 5K in 28 minutes. Goal accomplished! I kept running and ran two more 5Ks and a 10K (6.2 miles) that year.

I run 2 to 4 times a week. My run lengths vary. I do a lot of 3 to 6 mile runs, with 12 to 18 mile runs when I can. The key for me is to make running a part of my lifestyle. I find the hardest steps are the first two out the door, and then I'm running.

I kept running through the winter, mostly at the Y track. This June, I ran a half marathon (13.1 miles), in Augusta. The race started with a canon blast from Fort Western, then follows the Kennebec River on the rail trail to Gardiner and back. I finished in 2 hours and 5 minutes. I was very happy with that; although a woman running with one of those big wheeled baby strollers passed me near the end of the race. She was in very good shape!

Then in August I ran the Beach to Beacon 10K in Cape Elizabeth. Over 5,800 runners participated and there was a \$10,000 first place prize, which was won by a Kenyan Elite runner in just over 27 minutes! Along the race route were cheering fans, some people had their lawn sprinklers spraying the road for us to run through. Other people had their stereos on the front lawns playing loud music as we ran by, and there was a helicopter taking aerial photos of the race. The run ended at Portland Headlight, where there were food, water, and vendor tents. Running with that many people was amazing. I finished in 56 minutes, 2,747th overall. That means that I beat over 3,000 people!

There is nothing like the feeling you get when you round the last corner in a race. You think you are spent, exhausted. Then you see the time clock and hear the crowd. It gives you that burst of energy you need to push right to the end. It is a huge feeling of accomplishment when you finish a race. This year so far I have run 300 miles; I have lost 30 pounds and don't smoke. I am in the best shape of my life; I have a lot more energy and continue to achieve my goals; next year's Marathon. So laces up your sneakers, throw on some head phones, and hit the road. Start-up slow; then when you can run 3 miles comfortably, sign up for a 5k. It is an experience you will never forget!



# More from Maine State Prison

# Adult Programs & Services

## Darlene Hale Retires

Darlene Hale, the computer wizard for MSP from 1986 to 2011 retired on August 26th. We had a pizza party and a cake outside at the prison on a glorious sunny summer day. The Warden gave her a wooden sailboat from the showroom and a plaque commemorating her years of service at MSP. Darlene said she bought a kindle with some of the money that was collected and was really excited about that!

Darlene is going to relax, do lots of gardening, and spend time with her children and grandchildren. She will be missed by all who worked with her, she was always willing to go the extra mile to help everyone, and her cheerful attitude was a gift to all who knew her.



*Darlene Hale*

## Roy Chaston Retires

*by Steve Markwith, MDOC Firearms*

Roy Chaston retired in August, 2011, after more than 29 years of service with Maine State Prison. Roy started in February of 1982 and joined the Firearms Training Unit in 1993, serving very ably as a primary firearms instructor. This assignment involved daily range activity from April through November, resulting in considerable experience. I'm sure many of you remember Roy from your participation in a Departmental Firearms Program. The multi-day Basic Firearms school was likely your first introduction.



*Roy Chaston (left) and Steve Markwith on MSP's range.*

When you've got it you don't have to flaunt it, and Roy didn't. But a draw & fire or reloading demonstration was always worth watching with Roy behind the gun. Going back to revolver days, and progressing through current weapons, you could be assured of a blazing-fast and accurate performance. Roy had the ability to convey these skills to our shooters in an effective, patient and unassuming manner. He also was our go-to guy on holsters, equipment and inventories. Roy logged plenty of class room hours too, teaching use of force, report writing and other subjects.

We'll all miss Roy but fall is his time of year and you may run into him in the woods or on the water. Work can really interfere with a person's hunting and fishing. For Roy, this should no longer be an issue!

## Larry Austin Promoted to Deputy Warden, Maine State Prison

Larry Austin, a 25-year veteran of the Department of Corrections began his career as a Probation/Parole Officer in 1986, serving in the Lewiston/Auburn office. In 1991, he was promoted to Assistant Director, at the Charleston Correctional Facility, serving it that capacity until he was appointed as Director of the Northern Maine Juvenile Detention Facility which he opened in 1998. He was an active participant and leader in the design and construction of Mountain View Youth Development Center in Charleston, serving at this facility as Deputy Superintendent until this promotion. Prior to joining the DOC he is a former Deputy Sheriff with the Androscoggin County Sheriff's Department and Corporal with Lisbon Police Department

He has attended several training sessions at the National Institute of Corrections in Longmont, Co. and is a Certified Instructor with the MCJA since 1988. He is a graduate of the MCJA's Basic Corrections Officer Training and Law Enforcement Officer Training. Larry holds a Bachelor's of Science in Administration of Justice from the University of Maine at Augusta and a Master's Degree in Criminal Justice Administration from Husson University. He is currently an Adjunct Faculty at Husson University where he teaches Management Communications, Public Personnel and Employment Law and Strategic Management and Organizational Policy.

# Adult

## Programs & Services

### Hot Shot Team Receives Fire Fighting Training

Thirty-two members of the Bolduc Correctional Facilities Hot Shot Team spent one day training on forestry fire fighting tactics along with members of the prison's fire department. The tactics included pump operation, fire line procedures, life safety, and helicopter operations. All members of both teams learned how to board and debarked the helicopter safely. All members were allowed to take a flight in the helicopter for the experience and knowledge. Each person was required to learn the proper procedure to deploy their fire shelters for their protector.



## Bolduc Correctional Facility



## Downeast Correctional Facility

### Retirements

**John Gilmore** (right) retires July 31<sup>st</sup> with over 11 years of service. John led the garment industry program as well as the upholstery program. John says he'll stay home and iron Ann's uniform so she can go to work.

**Patricia Hennessey** (center) retires July 31<sup>st</sup> with over 13 years of service. Pat was the nurse for our facility. Pat says she has three to-do lists: One for things to do this summer, one for things to do this winter, and finally one for things to do Just for Fun. Here's hoping the Just For Fun list has priority.

**Wayne Ashby** (not pictured) retires August 31<sup>st</sup> with 24 years of service. Wayne was a correctional officer.

**Larry Morgan** (left) retires August 31<sup>st</sup> with over 27 years of combined state service; 8 years in corrections. Larry was the storekeeper for our facility.

All plan to stay in the area.



# For Your Information

## Maine Voices: Men need to hold themselves accountable for abuse of women

**Abuse isn't caused by alcohol, drugs or stress, but by attitudes usually learned early in life.**

PORTLAND — We see the news stories: “Husband shoots wife.” “Man kills former girlfriend.” We hear a male acquaintance use degrading and abusive language toward his female partner.

We express our concern to a friend. We may even attend a candlelight vigil or rally against domestic violence. But, in the end, we turn our attention to other issues in our busy lives.

Thousands of women in Maine aren't so fortunate. They can't turn their attention to other issues. As victims of domestic violence, they live each day with physical, emotional, psychological, sexual and/or economic abuse.

While some women abuse their male partners and some men and women abuse their same-sex partners, the overwhelming majority of domestic abuse cases involves men targeting women. When I was Maine's attorney general, my office responded to more than 75 homicides in which a man killed a current or former female partner.

Thousands of other cases involved men's use of non-lethal violence against women. Most of these women lived in abject fear not just for their safety but for their children's as well.

They knew the most dangerous time would be when they tried to escape from the abuser.

The question should never be “Why doesn't she just leave?” Rather, we should always ask “What can we do to stop him?” and “How can we prevent men's violence against women in the first place?”

Domestic violence has nothing to do with love. It has everything to do with power and control. Beating or killing victims is usually the last in a long series of escalating coercive acts. Abusers use fear, guilt, shame and intimidation to wear victims down. When these tactics stop working, they often resort to physical violence.

A man's desire to control a woman is not caused by alcohol, drugs or stress. Most often it is the result of values and attitudes learned early in life. Boys who watch their dads abuse their moms are 10 times more likely to abuse their partners. Constant exposure to media that objectifies women and portrays men as dominant also contributes to men's violence against women.

Since most abusers' values and attitudes toward women are learned, they can be prevented. This will require changing a culture that supports male privilege and the objectification of women to one that promotes equality with and respect for women.

Men must accept and own responsibility for this cultural change. Therefore, we must:

- Examine our own individual attitudes and beliefs toward women, including how we treat our partners. If we are controlling and abusive, we should seek help from a certified intervention program to change our behavior (see [www.maine.gov/Corrections/VictimServices/BatIntervent.htm](http://www.maine.gov/Corrections/VictimServices/BatIntervent.htm)).
- Similarly, if we know men who abuse women, we should speak up, tell them their behavior is unacceptable and urge them to seek help. If we have concerns, we should consult with certified intervention program staff. If we fear for a woman's safety, we should not hesitate to call the police.
- Examine the support we give men who use crude language to degrade women. We must stop colluding with each other. It's not enough to refrain from laughing when we hear crude jokes. Our silence is affirming. We must speak up.
- Mentor boys who lack positive male role models. Whether we realize it or not, we are role models and teachers. Our actions serve to shape the values and attitudes of young people. We must show them that “real men” respect women and treat them as equals.
- Boycott sponsors of media messages that promote male dominance and the objectification of women. Continued exposure to these messages encourages men's abuse of women. We must speak up with our wallets as well as our voices.
- Encourage men to become child care, pre-school and early elementary teachers. The ranks of early educators need more positive male role models. Young children need to see male and female teachers working together in mutual respect and harmony.
- Implement domestic violence policies in our workplaces and ensure workers know how to use them. These policies serve to prevent domestic violence and to protect victims.
- Support the work of local domestic violence and sexual assault projects. They offer victim support, community education and prevention services. We should volunteer our time, talents and resources.
- Take a stand against men's violence against women. Speak out loudly, publicly and often.

Victims of domestic violence are not to blame. Perpetrators are. But we men will all share that blame unless we do everything we can to prevent domestic violence. Let's get to work!

**ABOUT THE AUTHOR:** **Steve Rowe** is an attorney who lives in Portland. He is a former Maine attorney general. Reprinted from the *Portland Press Herlad*; September 8, 2011

## Programs & Services

### Retirements

by Brad Fogg

**Sandra Scarpelli**, Sergeant, retired on July 31st after 34 years of service to the People of Maine at the Maine Correctional Center. Sandy, hired in 1977, as a Correctional Officer worked throughout the facility in various men's and women's housing units. As an Officer, Sgt. Bruce Libby remarked that "Officer Scarpelli performed her duties with a high degree of initiative, motivation and professionalism." Sandy was promoted to Correctional Officer II (Sgt.) in 1981 and former Correctional Officer III (Captain) Joe Cummings said "Mrs Scarpelli in one of the most dedicated and conscientious workers I have had the pleasure to work with." Sandy has been commended for her work on numerous occasions. Going back almost 25 years she was commended for acting in a professional and self-motivated fashion that prevented an escape attempt. Her hard work resulted in her becoming a Sergeant in the new Women's Center when it opened. She was instrumental in planning its operations, post orders, programming, and transitioning female prisoners from the old into the new. Her hard work, along with other members of the team resulted in the Women's Center becoming a national model, receiving visitors from correctional agencies across the country. Her even disposition and ability to maintain a calm environment proved why she was a member of the DOC SitCon Team. All of this while raising two wonderful children with her husband Bob!

On a more personal note, I will miss Sandy. Her sense of humor was unexpected and she knew how to handle the trash. No situation ever ballooned beyond her control, and in the winter, she could plow through any obstacle. She has been known to be meticulous in obeying speed limit signs. I will not forget her hospital visit or her Christmas cheer. As an Officer and Sergeant I had the pleasure of working with Sandy as Officer, subordinate and then Captain and always found her to be an invaluable contributor to MCC. She had, and has, the ability to handle delicate situations with tact and courtesy, she maintained a sound, harmonious working relationship and set an example for a friendly work environment. I can attribute a great deal of my success to Sandy's working relationship and occasional question – "Are you sure you want to do that?"

Thank you Sandy for 34 years of great work!

**Donald "Jake" Jacobson** retired August 31st after 27 years of service to the People of Maine at the Maine Correctional Center. Jake was hired in 1987 as a Corrections Officer. Throughout his career he has been known as a person with fair and firm hand continuously displayed his professionalism. And, as we know no good work goes unnoticed, Don was consistently reassigned to supervise the more difficult prisoner housing units. He was an energetic (Energizer bunny type) dependable officer always looking for ways to improve. He was always promoting shift and work place harmony and made practical suggestions for improving the workplace. He was involved in reviewing many of the policies and procedures of the facility upon its first major expansion in 15 years when current dorms five and six were added. He spearheaded the effort to develop the rules, regulations and post orders for those units as well as training many of the staff. He preformed similar work when the MPU Building opened several years later.

Don has worked as a Correctional Trades Instructor, supervising and teaching prisoner work crew in various projects both on and off grounds. The work he and his crews completed are still noticeable at the Maine Wildlife Park in Gray and Sebago Lake State Park in Casco. For several years, he also supervised MCC's only all female outside work crew. He could make anyone smile!

In June 2000, Don was promoted from Correctional Trades Instructor to Staff Development Specialist IV. He was the first full-time training staff since 1985. He led the charge with enthusiasm and vigor, taking the work done before him and developed a comprehensive training plan that led to better awareness training for all staff. In 2002, based on his hard work and enthusiasm Don was promoted to Unit Manager. He served in that position until the day he retired. He was dedicated to trying to bring constant improvement to the programs he supervised and has been reflected in the quality work the Unit 2 team has produced.

We hope to continue seeing Don at the Great Escape Golf Tournament!

**Steve Lemieux**, our Automotive Mechanic Supervisor II for the past forever, has retired. If we broke it, generally he could fix it. There wasn't much he could not repair from a push reel mower to a hay baler. Anything from no wheels to eighteen wheels Steve saw that it was going to be well taken care of. What more can you say? He worked well with everyone and made it easy for staff to have vehicles for daily use, prepared them well for prisoner transports, fixed the hydraulic lines on equipment and went out of his way to help staff and visitors with car problems if they looked like they would be stranded. Steve oversaw the renovation of the old

*continued next page*

# More Maine Correctional Center

# Adult Programs & Services

Southern Maine Pre-release Center where a new automotive repair garage would be built. Not only did he maintain and repair the rolling fleet, but he also welded, helped in the treatment plant, and was a licensed boiler operator. He cared about the quality of the work he did, and it was reflected in the fact that MCC kept its vehicles on the road and running – even in the toughest of times.

## Welcome Aboard

**Leida Dardis** is our new Deputy Superintendent. Leida is a twenty-two year veteran of the Department of Corrections, most recently as a Deputy Warden at MSP. She was hired in 1989 as a Caseworker, promoted to Human Service Case Work Supervisor, served six years as a Unit Manager and in 2003 promoted to Deputy Warden. She brings with her an extensive background in providing services and programs to prisoners within a secure environment.

**Eric Gilliam** has come on board as our new Deputy Superintendent for Security Programs. Eric is a 30-plus-year state employee having started at Pineland Center as a Mental Health Worker I, promoting to a MHW- III and then a MHW-V. When Pineland Center closed, he was promoted to the Director of Special Services at the Augusta Mental Health Institute where he worked until 2002. When the AMHI facility closed, Eric moved to Long Creek Youth Development Facility where he has been working as Deputy Superintendent since 2002.

**Amanda Woolford** is our newest Unit Manager. Amanda has been promoted from a Juvenile Community Corrections Officer where she has successfully served for the past six years. She brings with her experience in enforcement, prosecution and case management. She has previously worked for the Massachusetts Department of Youth Services and the Community Resources for Justice Group. She has received training in Woman's Correctional Case Management; and has a high level of awareness in Trauma Effect Regulation Guidelines for Education and Therapy. Amanda has a Bachelor of Science Degree from Northeastern University, majoring in Criminal Justice.

## MCC Conducts A Facility Wide Search

With the cooperation of the Maine State Prison Tactical Team, MCC conducted a facility-wide search the week of September 19th. Almost all staff were involved in some manner from preparing meals to be served to prisoners in their cells and rooms to searching books and housing areas and doing laundry. Thank you to everyone!



# Adult

## Programs & Services

# Charleston Correctional Facility

### It's Been A Busy Summer

This summer has been a busy one for CCF and the inmate crews. Forest fires were keeping CCF crews busy at the beginning of the summer. Fires were fought by CCF all over the state ranging from the South East coastal area to the Stetson Mountain areas. All crews did a wonderful job and were thanked very much for their help.

Other things taking place were painting and preparations of the Se De Mocha School in Dover-Foxcroft. This work took a few weeks to complete but all went well and school officials stated that the work could not have been completed with out the help of Correctional Officer/Correctional Trades Instructors (CO/CTI) Leon Gerry and Dan Dugan and their crews.

Also, the Dexter Municipal Golf Course got a new roof on the club house and some of the cart sheds thanks to CO/CTI Neal Pinkerton and his crew. In addition, the Town of Brownville got their recreational snack shack reroofed and repaired along with their picnic shelters repaired thanks to CO/CTI Dan Dugan and crew. Also while there Dan's crew did repairs and renovations at the Forest Rangers Station. CO/CTI Ron Miller and his crew have been repairing the roof on the Atkinson Church and helping with other community projects.

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Once again CCF sent crews for 4 days to the Bangor Folk Festival to set up for the annual event. The undertaking usually has 3 crew bosses



and various security personnel working with 20+ inmates to get the Bangor waterfront set up for the Festival. Organizers of the event always comment on how well the inmates do and how they always can count on CCF to get the area ready for the festival. There were some challenges due to

the Tropical Storm but all went off without any issues. Special thanks to CO/CTI Neal Pinkerton, Dan Dugan, Ron Miller with additional thanks to Leon Gerry and Jeff Grant for being a big help with the supervision of the Crews.

On Grounds work has been in many different forms. CO/CTI Dennis O'Bar has completed a renovation of the Director's Secretary's office and records room along with the making of new furniture for the area by Tom Sands industries crew. Also many roof leaks have been patched in the anticipation of complete repairs in the near future.



# More from Charleston Correctional Facility



# Adult Programs & Services

On Grounds restitution work has been done by the welding shop in the form of redesigning truck racks for the Maine Forestry Department and Building Metal gates for the Department of Inland Fish and Game. Also ladders were reconstructed for Warden Service to aid in their diving duties.

## Keeping Our House Clean

Donald Dillon, Tim Kuespert, Rick Strout along with our Helping Hands Crew spend some quality time on fire equipment training cleaning the parking lot. The boys learned much and it was good for them to have exposure to another positive occupation for them when they leave Mountain View Youth Development Center. Next on the agenda is painting the parking lot lines.



## “Never Forget” Walk

A Domestic Violence Awareness Walk was held on July 16<sup>th</sup> in Newport. The organizer of the “Never Forget” Walk was Katelin Hood, daughter of Officer Ned Hood of Charleston Correctional Facility. Also involved in the walk and pictured below were staff and family of staff from both CCF and Mountain View Youth Development Center. The purpose of the walk was to honor those who’ve lost their lives to domestic violence as well as survivors of abuse. Even though the focus was not on raising money, the walk brought in approximately \$270.00. These funds were turned over to Spruce Run Domestic Violence Project (also present at the walk) and will be used to further help those affected by domestic violence.



# Juvenile Programs & Services

## Mountain View Youth Development Center

### Congratulations

After a close race between six nominees for Staff of the Quarter it was announced that Juvenile Program Worker **Troy Dumond** won majority selection by the Staff Benefit Fund Committee members. There quite a number of staff that perhaps don't know Troy because of his work schedule. Troy is always in good spirits and has an engaging positive attitude that is highly contagious. His work ethic is evidenced by the condition of his work space after his shift, the pride he takes in doing a good job, and by making by making sure things are prepared for those that will be relieving him.

### Green Thumbs at MV!

There is one thing for sure at our two facilities; various staff do like to grow flowers! Each and every year there is more and more interest with green thumbs, and we have some very talented employees. On several occasions, we have had staff donate flowers, shrubs, and cement planters. Employees do enjoy becoming involved with how the facility looks and how they can help. The "Helping Hands" resident crew and staff did an excellent job making 18 wooden window boxes for the front of the facility, and then installed them under each window. It is definitely a commitment because it requires ongoing watering and care to ensure the flowers make it through the hot weather. Also, a member of the board from the Friends of Mountain View donated flower bulbs on two occasions, which was very nice. We try to do the best that we can, using what we have for resources at both facilities. It looks nice for the public and employees take some pride in it as well.



## Mountain View Youth Development Center Education/Science Program

*by Dave Lovejoy, Manager Correctional Operations*

### Brook Trout Pond

For many years, there has been a small pond on the property of the facility. It was primarily there as an emergency back-up water supply to assist the Charleston Fire Department. Three years ago, we looked into the possibility of having some fish (brook trout) put into the pond and the Inland Fisheries and Wildlife agreed to stock it with 100 trout each spring. The pond is spring fed, but last year during the summer heat and not much rain, the pond dropped by a couple of feet and we had to put water into the pond from another well next door to help the fish. This was the time frame that we did some research with a small wind mill which would provide the pond with badly needed oxygen and help maintain the pond for a healthier environment for the fish. The wind mill is 18 feet high and runs almost daily with the winds that we get on this hill. There is no cost for operating the wind mill and it was purchased with non-general fund money. It has been in operation for almost a year. The changes are very noticeable and the fish, as well as, the plant life are doing extremely well. This trout pond is now part of the science program through the education department and it is a "hands on" class which has a number of interest areas. The mountaineering program uses the pond as well as those that are participating in the "fly-tying" program. Last month, a biologist from Inland Fisheries and Wildlife came to the facility and did a class with the science teacher that was well received. The pond is now a focal point for a number of classes and is very entertaining when the trout are feeding in the early morning hours.

# More Mountain View YDC

# Juvenile Programs & Services

## Teamwork Mission

The current high temperatures definitely created an issue for us at the two facilities requiring some “quick” creativeness on our part. The Brook Trout pond became very affected by the increased heat as the temperature kept going up. As soon as we noticed a fish struggling for oxygen, we knew there was a serious problem. The wind mill that was installed with two aerators last year has done an excellent job providing oxygen, but when the winds disappear and the temperatures rise, it’s a different story. A quick meeting and discussion led to some fast responses from the Mountain View carpentry program and the Charleston Industries crew with solutions. Using current leftover foam installation and scrap wood for frames, 4’x 8’ panels were made to be placed in the pond off the secured dock to add shade. A hose from a well next to the pond was run to the dock area to add cold water, as well as, provide much needed oxygen. This is our only source of water that does not have chlorine added to it, thankfully. Within a few hours, the trout had relocated to the area and hopefully, will survive the extreme temperatures that we are presently seeing. Once again, we as a team put our heads together and made it happen! This mission was certainly a do or die for the Brook Trout and we have well over 100 fish in that pond. Thank you to everyone involved and we made a difference!



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## More Career & Technical Training for Incarcerated Youth

*Pat Gillis, JMG Program Manager*

At United Technologies Center, the Regional Tech High School in Bangor



Automotive Detailing



Structural Welding



Electrical Wiring

Carl Perkins funding has once again made it possible for incarcerated youth at Mountain View Youth Development Center to attend career and technical training at UTC. A total of eight youth are participating.

For this round of training a new class was offered, Automotive Detailing, which is a skill in high demand in the area. Students who complete this training have the basic skills to start their own detailing businesses or go to work for one of the eight detailing shops in the Bangor area.

Training in electrical wiring and structural welding are offered again this term with two new students in Welding I and two returning students who will have the opportunity to complete Welding II and earn the chance to go on for Maine certification testing.

Plans are underway to run three training programs this school year at UTC. In order to do that, many people must come together to prepare for such a logistically complicated endeavor. Staff at MVYDC and UTC have stepped up to help, not only giving their time and effort, but by mentoring the youth who are attending. This program continues to be a winning collaboration.

DOCTalk

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### News From Volunteer Services

#### A New Partnership

Melanie Cardus and Stephanie Netto (Volunteer Services) are thrilled to announce that Unum will be sponsoring the Pine Unit at LCYDC. Once per month, Unum employees will come to Long Creek and spend an afternoon and participate with the Pine residents in a fun activity. A Unum representative attends weekly Pine staff meeting to strengthen the partnership. Unum kicked off their sponsorship on Friday, September 2nd with softball and kickball games and a pizza party, as well as, a meeting to explore ideas for future activities and programming. Cary Olson, Director of Corporate Social Responsibility at Unum, reported "Friday was a very meaningful experience for the Unum folks. I'm glad they had a great experience and have committed to supporting this effort for the next eight months or longer. Willie, Deb Edwards and the rest of the staff have been great to work with and we appreciate how welcoming they have been. Thanks for your continued support, and hopefully in some small way we will make a positive difference in these kids' lives. I know they have already given us a special gift."

The Volunteer Office is working hard to match other LCYDC units with sponsors.

#### Volunteer Enrichment Series

The Volunteer Office at Long Creek Youth Development Center will be offering an enrichment series for all volunteers. Volunteers are critical to our residents, as we strive to equip them with as much information and support as possible. Each session is one hour long with the first half hour covering predetermined topics. The second half hour is reserved for open dialogue amongst volunteers and Melanie and Stephanie. Topics include:

Volunteer Appreciation

Resident Panel

The Friends of Long Creek

The Role of the Juvenile Program Manager (JPM)

Resident Reintegration

What Athletics Mean to LCYDC

Mental Health Services at LCYDC

Generational Poverty

### Employees of the Month

Steve Rogers, Juvenile Program Worker, was selected by the Employee "Rec" Committee as the September 2011 recipient for the Employee of the Month Award at LCYDC. While Steve currently covers intake, he is always willing to help out where there is a need, frequently covering control, laundry, and medical for "Doctor Day". Steve encounters challenging situations from residents with a calm demeanor and positive attitude that makes him a role model for staff and residents alike.

Jim Giardino, Juvenile Program Supervisor at LCYDC, received the Employee of the Month Award for the month of August from the Employee "Rec" Committee. Nominated by his supervisor, Jim is known to "take the time to help anyone he can and his work ethic is second to none." Jim is willing to work in any unit and frequently deals with the most difficult residents in a manner that is respectful, caring upfront, and truthful. Jim is very courteous, respectful, and professional dealing with staff and residents. His smile and upbeat and friendly personality is reflected upon those around him.

Congratulations to both Jim Giardino and Steve Rogers for their outstanding performance at LCYDC.



# Juvenile Programs & Services

## Juvenile Justice Advisory Group, JJAG

Kathryn McGloin, Juvenile Justice Specialist and staff to the JJAG (as we so fondly call it), is pleased to welcome Ryan Andersen as the JJAG Compliance Monitor and Emma Burke as the Assistant working half time.

Ryan came to us from Long Creek Youth Development Center where he successfully served as a Juvenile Probation Worker. Ryan monitors for compliance to the Juvenile Justice and Delinquency Prevention Act (Act). He also monitors Maine's Juvenile Code and Maine's Detention and Correctional Standards at police/sheriff departments, prisons, and youth development centers. He has been with the JJAG for one month and has completely realigned files and procedures to best fit the Office of Juvenile Justice and Delinquency Prevention requirements. Amazing! Ryan may be reached at 287-4506 or ryan.andersen@maine.gov.

Emma began as a Maine State Government Intern for the JJAG. She is a senior at the University of Southern Maine double majoring in Political Science and Criminal Justice. During Emma's internship she authored the 2010 Annual Report to the Governor and produced two memorandums: *Implications of Altering the Age of Majority* and *Implications of Releasing Names of Possible Juvenile Offenders to the Media*. In addition she provided our Congressional Delegation with information supporting the reauthorization of the Act; mapped the JJAG program, demographics, and juvenile justice data; developed an accounting database; and several more tasks that have made the office more efficient. Emma may be reached at 287-4371 or emma.burke@maine.gov.

## FYI

The JJAG will release a Request for Proposals for delinquency, school suspension, and expulsion prevention in early September. Public and private non-profits and units of local government are eligible to apply. (FMI: emma.burke@maine.gov)

The next JJAG meeting will be held at Long Creek Youth Development Center, September 28, 2011, from 9:00 am to 2:00 pm.

The JJAG will be developing the Maine State Three-Year Comprehensive Plan for Juvenile Justice and Delinquency Prevention we welcome your thoughts, and suggestions to make a better system. Please contact Kathryn McGloin at kathryn.mcglain@maine.gov.

## Maine Coastal Regional Reentry Center

### Lowering Recidivism through Innovative Programming in the Community Corrections Setting

In 1994, the U.S. Department of Justice commenced a study of 272, 111 prisoners released from federal and state facilities in fifteen states. The study revealed that 44.1% ex-offenders reoffended within one year of release. Based on the evidence it is clear incarceration and reentry significantly effect the social and economic landscapes of the communities offenders return to and that targeted intervention with cognitive-based programming, while coincidentally addressing an offender's housing, employment and substance abuse needs, is critical to the success of any community corrections facility. In 2010, Volunteers of America (NNE) and Waldo County Sheriff's Office partnered together to positively impact Maine's recidivism rate which in 2006 stood at approximately 26% for adult offenders in their first year of release. The result of the partnership is a multi-faceted community corrections program designed as a comprehensive transitional program and driven by innovation. A mission has been developed to ensure that the program is a transitional platform for personal growth and substantive change. Statistical analysis over the past sixteen months illustrates that offenders successfully completing the program are significantly less likely to reoffend upon release (15%) than both the state and national average.

The Maine Coastal Regional Reentry Center (Herein, MCRRC) provides programmatic services to state and county offenders classified as moderate to high risk to reoffend as determined by the Level of Services Inventory – Revised (Herein, LSI-R). To achieve program and post-release success, the program has undertaken several well-defined approaches to reentry. First, cognitive-based programming is prescriptively delivered to each client based on his high-risk domain areas. From January 12, 2010 to March 31, 2011, 49 clients have received 1,466 hours of evidence-based programming that targets cognitive development and substance

*continued on next page*

# For Your Information

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## Lowering Recidivism continued

abuse. Second, the MCRRC's multi-level phase system allows treatment staff to monitor a client's performance and his responsibility to programming as he is gradually introduced to the surrounding community. Program dosage is routinely measured against client behavior to assess positive shifts in client's attitude and belief systems. Third, through the establishment of an innovative approach to reentry that focuses on substantive change through the implementation of fundamental culture that stresses accountability and responsibility clients are afforded an opportunity to make substantive change prior to full-release. The cumulative effect of our innovative approach is a program that releases ex-offenders to their respective communities after having received intensive cognitive-based treatment that directly targets those criminogenic areas that place the offender at risk.

1 "Bureau of Justice Statistics Recidivism of Prisoners Released in 1994". Ojp.usdoj.gov. 2002-06-02. <http://www.ojp.usdoj.gov/bjs/abstract/rpr94.htm>.

2 Maine Department of Public Safety. Crime in Maine, 2006

## Article and Reports of Interest

### Promoting Partnerships between Police and Community Supervision Agencies: How Coordination Can Reduce Crime and Improve Public Safety

*Authors: Jesse Jannetta, Pamela Lachman*

Publication Date: May 01, 2011

This report is intended for all levels of law enforcement and community supervision personnel, Promoting Partnerships between Police and Community Supervision Agencies describes how these organizations build partnerships to enhance public safety. The first section of this guidebook discusses the various contributions and benefits each agency can bring to a partnership; the second discusses the key elements of partnership; and the third identifies challenges both agencies might encounter. Provided throughout the guidebook, examples of partnerships in the field offer tangible illustrations of how police and community supervision collaboration can be structured.

### Protecting Victims Through Community Supervision of Intimate Partner Domestic Violence Offenders

Intimate partner domestic violence offenders are being arrested, prosecuted, and sentenced in greater numbers than ever before. However, not enough attention has yet been focused on the supervision of these offenders when they are released in the community on probation or parole. Attention to appropriate sentencing, effective judicial oversight, and vigorous supervision of offenders is a vital part of a comprehensive approach to protecting victims and holding intimate partner domestic violence offenders accountable.

The Office on Violence Against Women of the U. S. Department of Justice awarded funding to the American Probation and Parole Association (APPA) for a project that has:

- compiled information on sentencing and community supervision practices for domestic violence cases,
- convened a Working Group to assist with the development of guidelines for community supervision of intimate partner domestic violence offenders,
- developed a training and technical assistance curriculum based on these practice principles and guidelines, and
- recruited and provided training to jurisdictional teams willing to implement the guidelines, to enhance their supervision of intimate partner domestic violence offenders.

### A brief motivational interviewing intervention with prisoners: When you lead a horse to water, can it drink for itself?

*Publication cataloged on: Aug. 26, 2011*

This study looks at the effects of brief MI interventions, focused on the behaviors leading to conviction, on recidivism of male inmates in New Zealand. Results indicate that offenders who received the intervention were less likely to re-commit than those who did not. Additionally, the results indicate that those receiving brief MI moved along the stages of motivation continuum toward positive behavior change.



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